

## Albemarle Police Department Analysis of Complaints 2020

The Albemarle Police Department is in compliance with all policies of this department and the City of Albemarle. The Albemarle Police Department conducted the following investigations during the year of 2020. The Albemarle Police Department shall publish and make available this summary of all Disciplinary Actions, Grievance Actions, and Internal Affairs or Inquiry Investigations upon request.

One of the most imperative tasks managed by the Chief of Police is that of internal affairs. It is the policy of the Albemarle Police Department to investigate allegations and complaints related to internal discipline in a manner that will assure the community of the prompt remedial and corrective action in the event of employee misconduct while protecting the employees from unwarranted criticism pursuant to the proper discharge of their official duties. This functional policy allows for the investigation of alleged and suspected violations of law or departmental policies and operational procedures.

Complaints may be made in person, by telephone or in writing. Anonymous complaints are also accepted for an investigation to the fullest degree possible. Whenever the Chief of Police isn't available or the immediate supervisor is not on duty, the on-duty supervisor will receive the complaint, in the absence of the Chief of Police. Citizen complaints are normally referred to the Chief of Police, then assigned to the supervisor of the accused employee.

The Albemarle Police Department received (6) complaints between January 01, 2020, and December 31, 2020. There were (6) formal complaints referred to Internal Affairs Investigators within the Albemarle Police Department. This was a decrease from (10) complaints the previous year. The internal affairs process also includes the routine reporting and administrative reviews of high liability areas in addition to the investigation of community citizen complaints. This annual analysis is conducted each year of all internal affairs issues to evaluate these internal review processes and to identify any patterns or trends that indicate the need for any changes in training, and departmental policy.

### Internal Investigations Conducted Year 2020

Incident of Complaints 2020	Employee Counseled	Verbal	Written	Suspension	Unfounded	Terminated or Demotion	% Occurrence Rate
Rules of Conduct	0	1	0	0	0	0	16.6 %
Conduct Unbecoming	0	0	0	0	1	0	16.6 %
Unlawful Arrest	0	0	0	0	1	0	16.6 %
Video Camera Policy Violation	0	1	0	0	0	0	16.6 %
Accident Investigation	1	0	0	0	0	0	16.6 %
Tax Payer Complaint	0	0	0	0	1	0	16.6 %
% Occurrence Rate	16.6 %	33.3 %	0%	0 %	50 %	0 %	99.9 %

Complaints are investigated as inquiries for less serious accusations and Internal Affairs Investigations for more serious and intricate investigations. There were (6) Internal Affairs Investigations. There were (3) incidents that resulted in some form of disciplinary action taken and (3) incidents where the investigation revealed no violations occurred or were unsubstantiated. The Albemarle Police Department received (5) external complaints against our officers by the public and initiated (1) internal complaints against our officers for departmental policy and regulations.

After reviewing this combined data and our Use of Force policy was used during this report, no changes were recommended, regarding remedial training in the future as it is relevant to Albemarle Police Department personnel.

The availability of officer worn GoPro Body cameras has greatly assisted in the preservation of valuable facts surrounding offender and police officer encounters reflecting an accessible timeline of unfolding events, encountered by both the offender and responding police officer.

### **Comparison Internal Investigations Conducted Year 2019**

<b>Incident of Complaints 2019</b>	<b>Employee Counseled</b>	<b>Verbal</b>	<b>Written</b>	<b>Suspension</b>	<b>Unfounded</b>	<b>Terminated or Demotion</b>	<b>% Occurred</b>
<b>Call for Police Service</b>	0	0	0	0	1	0	9.09 %
<b>Conduct Unbecoming</b>	1	0	1	0	1	0	27.27 %
<b>Excessive Force</b>	0	0	1	0	1	0	18.18 %
<b>Unprofessional Conduct</b>	0	0	0	0	2	0	18.18 %
<b>Use of Force</b>	0	0	0	0	3	0	27.27 %
<b>% Occurred</b>	9.09 %	0 %	18.18 %	0 %	72.72 %	0 %	99.99 %

During the 2016-2020 the following annual analysis comparison reviews were also conducted.

<b>Activity or Incident Type</b>	<b>2020 Reviews</b>	<b>2019 Reviews</b>	<b>2018 Reviews</b>	<b>2017 Reviews</b>	<b>2016 Reviews</b>
<b>Internal Affairs Investigations</b>	6	10	16	5	13

Chief Dulin, has continued the implementation of the six (6) pillars of 21st Century Policing philosophy and attitude moving forward during his tenure as the newest Chief of Police for the City of Albemarle. Defining this philosophy is as follows. Across the United States, police forces have been flooded with suspicion, protests and many questions as to what the future holds in store. Key to the character and reputation of the



police are the six (6) pillars of policing in the modern world as outlined by the President's Task Force on 21st Century Policing, which sought to recommend steps forward. Under the standards of 'Building Trust and Legitimacy', 'Policy and Oversight', 'Technology and Social Media', 'Community Policing and Crime Reduction', 'Officer Training and Education', and 'Officer Safety and Wellness'. Conclusion: "When any part of the American family does not feel like is being treated fairly, that's a problem for all of us." Former President Barack Obama.

The low ratio of complaints received to the thousands of victims, citizens, and offenders initiated contacts by the Albemarle Police Department employees both sworn and non-sworn during 2020 indicates an extremely low frequency of complaints and even lower frequency of sustained misconduct.

The following matrix shows (21) twenty-one Supervisors Incidents of our employees during the 2020 calendar year, as a comparison to (29) twenty-nine from the previous 2019 year. We attribute this decrease due to the enhanced police supervision practices and accountable by our non-sworn, sworn officers, first-line supervisors the Captains, Sergeants, and all ranks of the Command Staff here at the Albemarle Police Department

### **Supervisors Incidents Year 2020**

Supervisor Incident Events	Employee Counseled	Unfounded	Verbal Reprimand	Written Reprimand	Suspension	% Occurred
Appearance & Inspections	1	0	0	0	0	4.76 %
Body Camera Data Violation	1	0	1	0	0	9.523 %
Motor Vehicle Accident	0	0	1	1	1	14.285 %
Property Management	0	0	0	2	0	9.523 %
Rules of Conduct	3	0	1	0	1	23.809 %
Schedule Violation	2	0	0	0	0	9.523 %
Traffic Stop Data Reporting	0	0	1	0	0	4.76 %
Unsatisfactory Work Performance	3	0	2	0	0	23.809 %
<b>% Occurred</b>	<b>47.619 %</b>	<b>0 %</b>	<b>28.571 %</b>	<b>14.285 %</b>	<b>9.523 %</b>	<b>99.99 %</b>

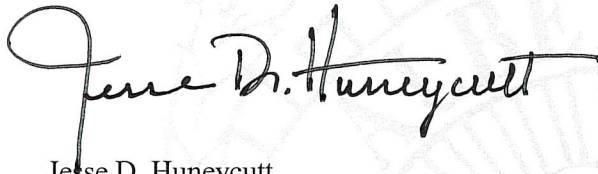
Internal Supervisors Incident Reviews are started by a Supervisor who has taken remedial and corrective actions concerning our employee's actions and work performances. This allows for a better working relationship and performance opportunities and expectations of our employees.

## **Grievance Analysis 2020**

There were no formal grievances were filed by any employees during 2020. However, an employee was provided all the information regarding the grievance process, during their employee disciplinary action which involved a written reprimand then evolved into an informal resolution meeting and conversation review, which ultimately resulted in verbal reprimand for that employee.

During a review of the current City of Albemarle Personnel Grievance Policy no changes are needed, or recommended revisions needed to the current policy.

During July 2015, the City of Albemarle adopted a new personnel policy which included a Grievance Policy. At that time the Albemarle Police Department rescinded the Grievance Policy and informed all our employees to refer to the City of Albemarle Personnel Policy. The new policy has steps that include the immediate supervisor, the department head, and the City Manager.



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